Conceptual Framework Mapping: Working Document: MDARD

Title: A framework for the analysis of food and agriculture workforce capacity building in Michigan

Goal: Report the nature of industrial food and agriculture workforce capacity building in Michigan

Objective: Systematically observe the nature of industrial food and agriculture workforce capacity building in Michigan

Output: White Paper

Method

Qualitative (Literature review and analysis, Interviews)

Participant selection: Purposive

<u>Main Question</u>: What is the nature of the participant's involvement with industrial food and agriculture workforce capacity building?

Interview Protocol:

- Introduce yourself and project
- Thank the participant(s)
- Reaffirm confidentiality with participant(s)
- Define key terms/(working definitions)
 - Food industry: Commercial system for producing, processing, manufacturing, storing and distributing food, fiber, biofuel, medicinals and other products necessary to sustain human, plant, and animal life.
 - Agriculture: An integrated system of plant and animal production practices (USDA, 2014).
 - o Workforce: Pool of employed or unemployed people in a specified firm, industry or region.
 - Labor force: Pool of people available for employment.
 - o Workforce development: An economic development based approach to increasing human capital (competencies, knowledge, skills, abilities etc.) to perform labor.

<u>Sub-Questions for persons representing an organization(s):</u>

- 1. Tell me about your organization/company/business.
 - a. Probe
 - b. Touch Points
- 2. Does your organization have specific responsibilities related to the food and agriculture industry?
 - a. Probe
 - b. Touch Points
- 3. Does your organization have direct involvement in food and agriculture workforce development?
 - a. What do you think are the barriers to your organization addressing workforce issues?
 - b. Probe
 - c. Touch Points
- 4. Are there food and agriculture industry workforce development issues not being addressed that you think <u>should be addressed</u> by other organizations?
 - a. What do you think are the barriers to these organizations addressing workforce issues?
 - b. Probe
 - c. Touch Points
- 5. Are there other organizations or people I should contact to learn more about this?

Key Note: Questions and/or methodology for people (workforce and labor force) to be created?

Workforce Labor Force: Worker: Looking for worker intentionality and workforce system component access, availability, and utility

Confidentiality

Approach: Survey and/or Face-to-Face questions:

- Tell me about your current job.
- How did you find out about the job opportunity?
- Tell me about the application process.
- Were you prepared for the job?
- Is the job what you thought it would be?
- Did [Area] play a role in preparing you for your job?
- Did [Touch Points] play a role in preparing you for your job?
- Do you receive the training you need to do your job?
- Is there a career path for you?
- Ask specific follow-up questions.
- Conclude interview and thank the participant.

Thanks!

Workforce Capacity Building- Industrial Food and Agriculture Stakeholders *Unique question set and/ or method											
Area	Government		Education and Training			Industry	Placement	Membership Organizations		Foundations	Workforce Labor Force
Investigator(s) Assigned	1	\ \	V	\ \	1	1	V	1	1	1	1
J	Legislative/ Policy	Agencies	Secondary Ed.	Higher Ed.	Training Orgs.	Firms	Firms	Unions	Associations	All	*Individuals
Probe Touch Points	e.g. Federal State Local	e.g. MDARD MWA (state) MEDC Other	e.g. Schools Districts	e.g. 2-year 4-year		e.g. Supply Systems: Production Processing Manufacturing Storage and Dist. Retail Hunger Relief	e.g. Staffing Alternative Non Profit Other Agencies			e.g. Philanthropy Private Corporate responsibility	
Training o Technical o Soft						V					
Competencies/Skills											
Credentialing											
Research											
Evaluation & Impact											
Messaging: Marketing and Communication											
Resources/ Cost											
	Report	Report	Report	Report	Report	Report	Report	Report	Report	Report	Report
Feedback to Investigators	Analysis										
Feedback to Investigators	Synthesis										
Feedback to Investigators	Output = White										